

WKMG-TV
EEO PUBLIC FILE REPORT
October 1, 2015 - September 30, 2016

WKMG-TV is an Equal Opportunity Employer. In addition to complying with the requirements of federal law, WKMG-TV will comply with applicable state and local laws prohibiting employment discrimination. Any offer of employment is conditional upon the successful completion of a background check and pre-employment drug screen.

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
News Photographer/Multi-Media Journalist	1-3, 5-7, 10, 12-15, 17-24, 26, 28, 30-38, 41-44, 47-50, 52, 54-56, 58, 60-61, 63-64, 66, 68-70, 72-73, 75-78, 80-81, 84-95, 98	95
Account Executive	1-3, 5-7, 11-15, 18, 20-29, 31-35, 37-38, 41-44, 47-50, 53-61, 63-64, 67-78, 80-81, 84-94, 96, 98-99	28
News Producer	1-3, 5-7, 11-14, 16, 18, 20-29, 31-37, 40-44, 47-50, 53-61, 63-64, 68-73, 75-78, 80, 84-94, 98-99	16
News Producer	1-3, 5-7, 11-14, 16, 18, 20-29, 31-37, 40-44, 47-50, 53-61, 63-64, 68-73, 75-78, 80, 84-94, 98-99	28
Sales Assistant	1-7, 11-16, 18, 20-27, 29, 31-35, 37, 40-44, 46, 48-50, 53-61, 63-64, 68-73, 75-78, 80, 84-91, 93-94, 98-99	46
Multi Media Journalist	1-6, 8, 7, 11-14, 16, 18, 20-29, 31-35, 37, 40-44, 46, 48-50, 53-61, 63-65, 68-73, 75-80, 84-91, 93-95, 98-99	28
Multi Media Journalist	1-6, 8, 7, 11-14, 16, 18, 20-29, 31-35, 37, 40-44, 46, 48-50, 53-61, 63-65, 68-73, 75-80, 84-91, 93-95, 98-99	28
Multi Media Journalist	1-6, 8, 7, 11-14, 16, 18, 20-29, 31-35, 37, 40-44, 46, 48-50, 53-61, 63-65, 68-73, 75-80, 84-91, 93-95, 98-99	65
Multi Media Journalist	1-6, 8, 7, 11-14, 16, 18, 20-29, 31-35, 37, 40-44, 46, 48-50, 53-61, 63-65, 68-73, 75-80, 84-91, 93-95, 98-99	90
Multi Media Journalist	1-6, 8, 7, 11-14, 16, 18, 20-29, 31-35, 37, 40-44, 46, 48-50, 53-61, 63-65, 68-73, 75-80, 84-91, 93-95, 98-99	95
Multi Media Journalist	1-6, 8, 7, 11-14, 16, 18, 20-29, 31-35, 37, 40-44, 46, 48-50, 53-61, 63-65, 68-73, 75-80, 84-91, 93-95, 98-99	46
Multi Media Journalist	1-6, 8, 7, 11-14, 16, 18, 20-29, 31-35, 37, 40-44, 46, 48-50, 53-61, 63-65, 68-73, 75-80, 84-91, 93-95, 98-99	16

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Multi Media Journalist	1-6, 8, 7, 11-14, 16, 18, 20-29, 31-35, 37, 40-44, 46, 48-50, 53-61, 63-65, 68-73, 75-80, 84-91, 93-95, 98-99	95
Digital Account Executive	1-7, 11-16, 18, 20-22, 24-29, 31-35, 37, 40-44, 48-50, 53-61, 63-64, 68-73, 75-80, 84-91, 93-95, 98-99	28
Digital Multi-Media Journalist	1-7, 11-16, 18, 20-22, 24-27, 29, 31-35, 37, 40-44, 48-50, 53-61, 63-64, 68-71, 73, 75-80, 84-88, 90-91, 93-94, 98-99	16
News Photographer	1-7, 11, 13-16, 18, 20-22, 24-28, 31-35, 37, 40-44, 48-50, 53-61, 63-64, 68-73, 75-80, 84-88, 90-94, 98-99	28
News Photographer	1-7, 11, 13-16, 18, 20-22, 24-28, 31-35, 37, 40-44, 48-50, 53-61, 63-64, 68-73, 75-80, 84-88, 90-94, 98-99	28
News Photographer	1-7, 11, 13-16, 18, 20-22, 24-28, 31-35, 37, 40-44, 48-50, 53-61, 63-64, 68-73, 75-80, 84-88, 90-94, 98-99	28
News Photographer	1-7, 11, 13-16, 18, 20-22, 24-28, 31-35, 37, 40-44, 48-50, 53-61, 63-64, 68-73, 75-80, 84-88, 90-94, 98-99	16
Weather/Traffic Producer	1-7, 11, 13-16, 18, 20-22, 24-27, 31-35, 37, 40-44, 46, 48-50, 53-61, 63-64, 68-73, 75-80, 84-88, 90-94, 98-99	46
News Editor	1-3, 5-7, 11-16, 18, 20-22, 24-37, 40-44, 48-50, 52-61, 63-64, 68-70, 72-73, 75-80, 82, 84-87, 90-94, 98-99	82
Artist/Producer	1-7, 11-16, 18, 20-22, 24-37, 40-44, 48-50, 53-61, 63-64, 68-70, 72-73, 76-80, 84-87, 90-94, 96, 98	96
General Sales Manager	1-7, 11-14, 16, 18, 20-22, 24-29, 31-34, 37, 40-44, 48-51, 53-61, 63-64, 68-73, 75-80, 83-87, 90-94, 97-99	51
Account Executive	1-7, 11-14, 16, 18, 20-22, 24-25, 27, 31-35, 37, 40-44, 48-50, 53-64, 68-73, 75-80, 84-87, 90-94, 96, 98-99	96

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Assignment Editor	1-7, 9, 11-14, 16, 18, 20-22, 24-25, 27-34, 36-37, 40-44, 48-50, 53-57, 59-61, 63-64, 68-73, 75-80, 84-87, 90-94, 96, 98-99	96
Assignment Editor	1-7, 9, 11-14, 16, 18, 20-22, 24-25, 27-34, 36-37, 40-44, 48-50, 53-57, 59-61, 63-64, 68-73, 75-80, 84-87, 90-94, 96, 98-99	16
Traffic/Sales Assistant	1-7, 9, 11-16, 18, 20-22, 24-25, 27, 29-37, 39-45, 48-50, 52-57, 59-61, 63-64, 68-73, 75-80, 85-87, 90-95, 98-99	45

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	602 Communications Florida Phone : 602-954-8373 Url : slizik@602communications.com Email : slizik@602communications.com Sandy Lizik	N	2
2	AAJA Florida Chapter Florida Url : http://chapters.aaja.org/Florida/FLAAJA.html Email : aajaflorida@gmail.com Gail Rayos	N	0
3	Alabama State University P.O. Box 271 Montgomery, Alabama Phone : (334) 229-4493 Url : www.alasu.edu Fax : 1-334-229-4976 David Okeowo	N	0
4	American Institute of Graphic Arts 164 6th Avenue Manhattan, New York 10010 Phone : (212) 807-1990 Fax : 1-212-807-1799 Career Services	N	0
5	B-Roll.net 243 17th Street SE Washington, District of Columbia 20003 Url : www.b-roll.net Career Services Manual Posting	N	0
6	Broadcast Employment Services (tvjobs.com / amfm.com / digitaltalent.tv) Florida Phone : (800)374-0119 Email : admin@tvjobs.com Mark Holloway	N	0
7	Broadcast Image Group 7744 Broadway Suite 100 San Antonio, Texas 78209 Phone : 2108286664 Email : sleventhal@broadcastimage.com Fax : 1-210-828-6225 Sheryl Leventhal	N	0

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8	Broadcast Image Group 7744 Broadway Suite 100 San Antonio, Texas 78209 Phone : (210) 828-6664 Url : www.broadcastimage.com Email : ricket@broadcastimage.com Larry Rickel	N	1
9	CareerSource Northeast Florida 215 N. Market Street 2nd Floor Jacksonville, Florida 32202 Email : info@careersourcenefl.com C. Moody	N	0
10	Catholic Charities of Central Florida 1819 N. Semoran Blvd. Orlando, Florida 32807 Phone : 4072771938, ext. 1117 Url : www.cflcc.org Email : Daisy.Clemente@cflcc.org Fax : 1-407-277-3744 Daisy Clemente	N	0
11	Catholic Charities of Central Florida, Inc. 1819 N. Semoran Blvd. Orlando, Florida 32807 Phone : 407-277-1938, ext 2321 Email : Daisy.Clemente@cflcc.org Fax : 1-407-277-3744 Daisy Clemente	N	0
12	Center for Independent Living 720 N. Denning Drive Winter Park, Florida 32789 Phone : (407)623-1070, ext.143 Url : www.cilorlando.org Email : shartman@cilorlando.org Fax : 1-407-623-1390 Sarah Hartman	N	0
13	Central Florida Association of Black Journalists P.O. Box 7445 Orlando, Florida 32802 Url : http://cfabj.wordpress.com Career Services Manual Posting	N	0

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14	Central Florida Employment Council 450 Seminola Blvd. Casselberry, Florida 32707 Phone : (407)834-4223 Url : www.cfec.org Email : cfec@cfec.org Paulette Weir	N	0
15	Classified Ad-Spots n Dots Ads@spotsndots.com Kennesaw, Georgia Phone : 407-521-1256 Url : www.spotsndots.com Donna Ansley Manual Posting	N	0
16	clickorlando.com 4466 N. John Young Pkwy. Orlando, Florida 32804 Phone : 407-521-1200 Email : ddahm@wkmg.com Fax : 1-407-521-1204 Daniel Dahm	N	21
17	clickorlando.com 4466 N. John Young Pkwy. Orlando, Florida 32804 Phone : 407-521-1256 Url : www.clickorlando.com Donna Ansley	N	1
18	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : (813)-254-9695 Url : www.collectivetalent.com Email : bille@michaelsmedia.com Michael Bille	N	0
19	Columbia College 1001 Rogers Street Columbia, Missouri 65216 Phone : (573) 875-7421 Url : http://www.ccis.edu/ Email : dgmalsen@ccis.edu Don Malsen	N	0

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20	Columbia Graduate School of Journalism 2950 Broadway New York, New York 10027 Phone : (212)854-4422 Url : www.journalism.columbia.edu Email : careers@jrn.columbia.edu Ernest Sotomayor	N	0
21	Connecticut School of Broadcasting 5323 Millenia Lakes Office Pk. Suite 120 Orlando, Florida 32839 Phone : 1(800)881-2346 Url : www.gocsb.com Email : csborlando@gocsb.com Nichole Parsons	N	0
22	Cuban American National Counsel 300 SW 12th Avenue 3rd Floor Miami, Florida 33130 Phone : (305)642-3484 Url : http://www.cnc.org/ Email : slopez@cnc.org Cris Santana	N	0
23	Daytona State College 1200 International Speedway Blvd. Daytona Beach, Florida 32114 Phone : (386) 506-3610 Url : http://www.dbcc.cc.fl.us/ Email : NeroBe@daytonastate.edu Fax : 1-386-506-3150 Becky Nero-Wall	N	0
24	Dept. of Labor & Unemployment 1809 Art Museum Drive #201 Jacksonville, Florida 32207 Phone : (904) 348-2730 Fax : 1-904-348-2737 Carol Michael	N	0
25	Doug Olin WINK-TV 2824 Palm Beach Blvd. Fort Myers, Florida 33916 Phone : 1-239-9600 Url : www.winknews.com Doug Olin Manual Posting	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
26	Emma Bowen Foundation for Minority Interests in Media 524 W. 57th Street New York, New York 10019 Phone : (202) 637-4494 Url : http://www.emmabowenfoundation.com/ Email : sdrice@cbs.com Sandra Rice	N	0
27	Emma Bowen Fund for Minority Int. in Media 30 Rockefeller Plaza 1221 Ave. of the Americas, 28th FL New York, New York 10112 Phone : (212) 664-3392 Url : http://www.emmabowenfoundation.com/ Email : sandra.rice@nbcuni.com Fax : 1- - - Sandra Rice	N	0
28	Employee Referral 4466 N. John Young Pkwy. Orlando, Florida 32804 Phone : 407-521-1256 Donna Ansley	N	30
29	Equal Employment Opportunity Commission 501 E. Polk Street Suite 1000 Tampa, Florida 33602 Phone : (305)808-1851 Url : http://www.eeoc.gov/ Fax : 1-305-808-1855 Career Services	N	0
30	FAMU-Florida A&M University 100 Student Union Plaza Tallahassee, Florida 32307 Phone : (850) 599-3700 Email : deloresdean@famu.edu Fax : 1-850-599-3353 Delores Dean	N	0
31	Federal Communications Commission 445 12th Street SW Washington, District of Columbia 20554 Phone : (202)418-1600 Url : http://www.fcc.gov/ Barbara Kreisman Manual Posting	N	0

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32	Flagler College P.O. Box 1027 St. Augustine, Florida Phone : (904) 819-6286 Url : www.flagler.edu/ Email : JFurlong@flagler.edu Fax : 1-904-826-8515 Jess Furlong	N	0
33	Florida A & M University 100 Student Union Plaza Tallahassee, Florida 32301 Phone : 850.599.3700 Url : http://www.famu.edu/ Email : delores.dean@famu.edu Delores Dean	N	0
34	Florida Association of Broadcasters 201 S. Monroe Street Suite 201 Tallahassee, Florida 32301 Phone : (850)681-6444 Url : http://www.fab.org/ Fax : 1-850-644-3273 Career Services	N	0
35	Florida Atlantic University 777 Glades Road Bldg. SU 80, Room 220 Boca Raton, Florida 33431 Phone : (561) 297-3533 Url : www.fau.edu/ Email : jberma16@fau.edu Fax : 1-561-297-2740 Jennifer Berman	N	0
36	Florida State University University Center 4100 Career Center Tallahassee, Florida 32306 Phone : (850) 644-6431 Email : jflora@fsu.edu Fax : 1-850-644-3273 Ms. Jamie Flora	N	0

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37	Full Sail Placement 3300 University Blvd. Suite 160 Orlando, Florida 32792 Phone : 866-807-3140 Url : www.fullsail.com/ Email : ktrudeau@fullsail.com Fax : 1-407-671-2240 Karen Trudeau	N	0
38	Goodwill Job Center 515 W. Central Ave. Orlando, Florida 32801 Phone : 407872-0770 Email : ossc@goodwillcfl.org Fax : 1-407-872-0256 Daisy Gonzalez	N	0
39	Goodwill Jobs Connection 3911 E. Colonial Drive Orlando, Florida 32803 Phone : 407-872-0770 Url : www.goodwillcfl.org Email : nbarefield@goodwillcfl.org Fax : 1-407-872-0256 Neenah Barefield	N	0
40	Graham Media Group 161 North Clark Suite 2900 Chicago, Illinois 60601 Phone : 312-917-6260 Email : careers@grahammedia.com Julie Dreixler	N	1
41	Hispanic Achievers P.O. Box 160912 Altamonte Springs, Florida 32716 Phone : 407-228-7267 Url : www.hispanicachievers.org Email : hajobs@bellsouth.net Danny Ramos	N	0
42	Hispanic Link News Service, Inc. 1420 N. Street, N.W. Washington, District of Columbia 20005 Phone : (407)428-5870 Url : http://www.hispaniclink.org/Hispanic_Link/Front_Pa Email : lgarcia@hispanicchamber.net Marilyn Linley	N	0

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43	Howard University School of Communications 525 Bryant Street Washington, District of Columbia 20059 Phone : (202) 806-5806 Url : www.communications.howard.edu Email : cdudley@howard.edu Fax : 1-202-986-2911 Carol Dudley	N	0
44	IBEW, Local 606 820 Virginia Drive Orlando, Florida 32803 Phone : (407)896-7271 Url : www.ibew606.org Email : rcopple@earthlink.net Rosemary Copple	N	0
45	Indeed.com c/o Donna Ansley Orlando, Florida Phone : 407-521-1256 Email : dansley@wkmg.com Fax : 1-407-521-1251 Donna Ansley	N	1
46	Inhouse Promotion 4466 John Young Pkwy. Orlando, Florida Phone : 4075211256 Donna Ansley	N	3
47	Int'l. Academy of Design/Technology 6039 S. Rio Grande Orlando, Florida 32809 Phone : 4075136315 Url : www.iadt.edu Email : sramnarain@iadt.edu Fax : 1-407-888-4006 Sandy Ramnarain	N	0
48	ITT Technical Institute 1400 International Pkwy. South Lake Mary, Florida 32746 Phone : (407)660-2900 Url : www.itt-tech.edu Email : kpoaletti@itt-tech.edu Kim Poaletti	N	0

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49	Jacksonville University 2800 University Blvd., N Career Services Jacksonville, Florida Phone : (904) 256-7000 Url : https://ju-csm.symplicity.com/employers/ Email : careerservices@ju.edu Career Services	N	0
50	John Butte & Associates P.O. Box 477 Lakewood, Ohio 44107 Phone : 216-650-2258 John Butte Manual Posting	N	0
51	KPRC-TV 8181 Southwest Freeway P.O. Box 2222 Houston, Texas 77074 Phone : (713) 778-4748 Url : www.click2houston.com Will Gough Manual Posting	N	1
52	Latino Leadership 1010 Executive Center Drive Suite 100 Orlando, Florida 32803 Phone : 407-895-0801 Url : www.latinoleadership.org Fax : 1-407-895-0803 Career Services	N	0
53	Linkedin` Linkedin LinkedIN, Florida Phone : 407-521-1256 Donna Ansley Manual Posting	N	2
54	mediabizjobs.com Florida Url : www.mediabizjobs.com John Stipe Manual Posting	N	0

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55	MediaLine P.O. Box 51909 Pacific Grove, California 93950 Phone : (800) 237-8073 Email : medialine@medialine.com Mark Shilstone	N	0
56	mediamatch.com Florida Url : www.mediamatch.com Career Services Manual Posting	N	0
57	MediaRecruiter.com 9457 So. University Blvd. Suite #303 Highlands Ranch, Colorado 80126 Phone : 303-400-5150 Art Scott Manual Posting	N	0
58	Metropolitan Orlando Urban League 2804 Belco Drive Orlando, Florida 32808 Phone : 407841-7654 Fax : 1-407-841-9114 Shellie Ann Minnis	N	0
59	monster.com 4466 John Young Pkwy. Orlando, , Florida 32804 Donna Ansley Manual Posting	N	0
60	Morris Brown College 643 Martin L. King Drive NW Career Planning Atlanta, Georgia 30314 Phone : (404) 739-1123 Url : www.morrisbrown.edu/ Email : Todd.blackburn@morrisbrown.edu Todd Blackburn	N	0
61	NAACP 4805 Mt. Hope Drive Baltimore, Maryland 21215 Url : http://www.naACP.org/content/main/ Mr. John Johnson Manual Posting	N	0

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62	NAB Education Foundation 1771 N Street, NW Washington, District of Columbia 20036 Phone : 202-429-5361 Url : www.nabef.org Email : MDuke@nab.org Fax : 1-202-517-1617 Michelle Duke	N	3
63	Napoli Management Group 8844 West Olympic Blvd. Suite 100 Beverly Hills, California 90211 Phone : 310-385-8222 Liz Sherwin Manual Posting	N	0
64	National Assn. of Black Broadcasters 1100 Knight Hall Suite 3100 College Park, Maryland 20742 Phone : 301-405-0248 Url : http://www.nabob.org/ Fax : 1-301-314-1714 Career Services	N	1
65	National Assn. of Hispanic Journalists 1000 National Press Bldg. Washington, District of Columbia 20045 Phone : (202) 662-7145 Email : jobbank@nahj.org Marco Botero	N	3
66	National Association of Broadcasters 1771 N Street, NW Washington, District of Columbia 20036 Phone : 2024295424 Url : www.nab.org Email : asmith@nab.org Amanda Smith	N	0
67	National Business & Disability Council-Abilities, Inc. 201 I.U. Willets Road Albertson, New York 11507 Phone : (212)558-5300 Url : http://www.business-disability.com/index.aspx Fax : 1-212-785-4513 Jennifer Towels	N	0

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68	National Lesbian & Gay Journalists Assn. 1420 K Street Suite 910 Washington, District of Columbia 20005 Phone : (202) 588-9888 Email : info@nljja.org Lynette Spencer	N	0
69	Native American Journalist Association Univ. of Oklahoma 395 West Lindsey Norman, Oklahoma 73019 Phone : 918-652-5612 Url : www.naja.com Email : rlandsberry@gmail.com Fax : 1-405-325-6945 Becca Landsberry	N	0
70	Native American Public Telecommunication P.O. Box 83111 Lincoln, Nebraska 68501 Phone : (402) 472-3522 Url : http://www.namac.org/node/4297 Fax : 1-402-472-8675 Career Services	N	0
71	No Posting WKMG-TV Orlando, Florida 32804 Phone : 407-521-1256 Email : dansley@wkmg.com Donna Ansley	N	0
72	Orlandojobs.com 43 East Pine Street Orlando, Florida 32801 Phone : 4076454224 Url : www.orlandojobs.com Email : Heather@OrlandoJobs.com Fax : 1-866-656-9907 Heather Deyrieux	N	0
73	Pennsylvania State University College of Communications 205 Carnegie Bldg. University Park, Pennsylvania 16802 Phone : (814) 865-2377 Url : www.psu.edu/ Email : rpm163@psu.edu Fax : 1-814-863-8044 Robert Martin	N	0

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74	Post-Newsweek Stations, Inc. 550 W. Lafayette Blvd. 2nd Floor Detroit, Michigan 48226 Phone : (313) 223-2283 Url : http://www.washpostco.com/phoenix.zhtml?c=62487&p= Email : jkatona@postnewsweek.com Fax : 1-313-223-2263 Jeanine Katona	N	0
75	Ribault Full Service School 3701 Winton Drive Jacksonville, Florida 32208 Phone : (904) 924-1680 Fax : 1-904-924-1684 Sharon Robinson	N	0
76	Ringling School of Art and Design 2700 N. Tamiami Trail Sarasota, Florida 34234 Phone : 941-359-7502 Url : http://www.collegecentral.com/ringling/Employer.cf Cyndi Flannagan Manual Posting	N	0
77	Seminole State College 100 Weldon Blvd. Sanford, , Florida 32773 Phone : 407-708-2649 Url : www.myinterfase.com/seminolecc/employer Email : sauttern@seminolestate.edu Fax : 1-407-708-2034 Donna Dantzler	N	0
78	Society of Broadcast Engineers 9247 N. Meridian Street Suite 305 Indianapolis, Indiana 46260 Phone : (317) 846-9000 Url : www.sbe.org/ Email : kjones@sbe.org Scott Jones	N	0
79	Society of Broadcast Engineers-Chapter 42 4466 N. John Young Pkwy. Orlando, Florida 32804 Phone : 407-521-1200 Frank Torbert Manual Posting	N	0

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80	South Asian Journalists Association Columbia Graduate School 2950 Broadway New York, New York 10027 Phone : (212) 854-5979 Url : www.saja.org/ Email : sree@sree.net Career Services	N	0
81	Southern Career College 8711 Lone Star Road Jacksonville, Florida 32211 Phone : (904) 724-2229 Url : http://www.ftcjacksonville.com/ Email : ilatimer@southerncareercollege.edu Fax : 1-904-520-7295 Irma Latimer	N	0
82	Special Circumstances 4466 John Young Pkwy. Orlando, Florida 32804 Phone : 4075211256 Donna Ansley	N	1
83	Spots n Dots 1635 Old Highway 41 Suite 112-338 Kennesaw, Georgia 30152 Phone : 888-884-2630 Url : http://www.spotsndots.com Emily McKay Manual Posting	N	1
84	St. Augustine Technical Center Career Services 2980 Collins Avenue St. Augustine, Florida 32095 Phone : (904) 824-4401 Url : www.fttc.edu Fax : 1-904-547-3506 Christine Cothron	N	0
85	Stetson University 421 N. Woodland Blvd. Deland, Florida 32723 Phone : (386) 822-7315 Url : www.stetson.edu/ Email : career@stetson.edu Annette Accorto	N	0

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
86	Syracuse University 215 University Place Syracuse, New York 13244 Phone : (315) 443-9092 Url : www.syr.edu/ Email : careers@syr.edu Debi Walker	N	0
87	Talent Dynamics 600 E. Las Colinas Blvd. Suite 100 Irving, Texas 75039 Phone : 214-640-3181 Url : www.talentedynamics.com Email : michaels@talentedynamics.com Lou Michaels	N	0
88	Texas Tech University College of Mass Communications P.O. Box 43082 Lubbock, Texas 79409 Phone : (806) 742-3385 Url : www.ttu.edu/ Email : aleesa.ross@ttu.edu Aleesa Ross	N	0
89	The Poynter Institute for Media Studies 801 Third Street St. Petersburg, Florida 33701 Url : http://www.poynter.org/ Fax : 1-727-553-4679 Career Services	N	0
90	TVjobs.com P.O. Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : http://www.tvjobs.com/ Mark Holloway Manual Posting	N	4
91	University of Central Florida Career Resource Center P.O. Box 160165 Orlando, Florida 32816 Phone : (407) 823-2361 Url : www.career.ucf.edu Email : career@mail.ucf.edu Fax : 1-407-823-5909 Tracy Thomas	N	0

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
92	University of Colorado at Boulder 1511 University Avenue #478 UCB Boulder, Colorado 80309 Phone : (303) 492-5480 Url : http://colorado.edu/ Email : Christine.Mahoney@Colorado.EDU Fax : 1-303-492-0969 Christine Mahoney	N	0
93	University of Florida Knight Division, Career Svcs. 1080 Weimer Hall Gainesville, Florida 32611 Phone : (352) 392-0289 Url : http://www.ufl.edu/ Email : charris@jou.ufl.edu Fax : 1-352-846-2484 Charles Harris	N	0
94	University of North Florida 4567 St. Johns Bluff Road, South Jacksonville, Florida 32224 Phone : (904) 620-2955 Url : http://www.unf.edu/ Email : CareerWings@unf.edu Anamarie Lelis	N	0
95	Unknown Unknown Unknown, Florida 32804 Phone : 4075211256 Donna Ansley	N	9
96	WJXT-TV 4 Broadcast Place Jacksonville, Florida 32207 Phone : 904-399-4000 Email : kbarnard@wjxt.com Keira Barnard	N	3
97	WKMG-TV 4466 N. John Young Pkwy. Orlando, Florida 32804 Phone : 407-5211256 Url : www.clickorlando.com Email : dansley@wkmg.com Fax : 1-407-521-1204 Donna Ansley	N	2

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
98	Workforce One-Stop Career Center 707 Mendham Blvd. Suite 250 Orlando, Florida 32825 Phone : (407)531-1222 Url : http://www.workforcecentralflorida.com/oscc/locati Sergio Leon Manual Posting	N	0
99	WPLG-TV 3401 West Hallendale Beach Blvd. Pembroke Park, Florida 33023 Phone : (954) 364-2500 Url : www.justnews.com Email : rvasco@wplg.com Rosie Vasco-Brito	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			90

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	10/3/2015	Establishment of training programs for station personnel	Graham Media Group/WKMG-TV offers a Tuition Reimbursement program to encourage full time employees to further their education and help advance in their careers by enhancing job skills. The Tuition Reimbursement program covers courses at recognized educational institutions to help employees complete their degrees, obtain a graduate degree that relates to their job, vocational training and to help obtain a high school diploma. The maximum benefit for tuition reimbursement is \$2500 per calendar . WKMG-TV reimbursed 5 employees in this reporting period who took courses in Accounting, News Production, standard courses toward a degree and courses toward a graduate degree.	5	Business Manager Promotion Producer News Producer Accountant
2	10/3/2015	Participation in scholarship programs	WKMG-TV cooperates with the Emma Bowen Foundation in an effort to provide on-the-job training and a scholarship for a minority student who wants to pursue a career in Broadcasting. This is a 4 year program whereby the student interns with the station in all departments to get a rounded view of the industry. Our current intern is in her 3rd year of the program and attends Spelman University. Once they have completed their college degree, they have the opportunity to apply for open positions within the Company, with the skills and experience to qualify for a position. The station provides matching funds equaling their earnings to the Emma Bowen Foundation to assist with ongoing college expenses. WKMG-TV contributed \$8877.50 toward our Emma Bowen sponsored student in this reporting period, 10/1/15-8/31/16,	1	Intern

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
3	10/3/2015	Participation in other activities designed by the station employment unit	WKMG-TV, along with our digital tier stations, WKMG-DT6.2 and WKMG-DT6.3, broadcasts on-air :10 community service/EEO announcements to invite organizations to be placed on the stations job notification mailing list. The :10 community service announcements are scheduled throughout the year, as time permits, on all the above mentioned channels. We endeavor to air the announcements on a weekly basis.	1	Sales Service Coordinator
4	10/3/2015	Establishment of an intern program designed to assist members of the community	Graham Media Group/WKMG-TV offers a year round paid internship program for college students of junior or senior status. Students who participate in the internship program receive school credit while getting on-the-job training and experience. Interns have the opportunity to learn about the day-to-day operations of a television station and also to apply for open positions for which they qualify. Twenty Students from various colleges have participated this year. Students from the University of Central Florida, Embry Riddle, University of Florida, Spelman University, Full Sail, Stetson University, Eastern Florida State College, University of Ohio and Valencia Community College participated in this reporting period. They worked in our news, social media, production and creative services departments in various positions along side employees learning the daily operations of a TV station.	5	Business Manager Production Manager Web Managing Editor Creative Svcs. Director
5	10/3/2015	Listing of each upper-level category opening in a job bank or newsletter	Upper level positions, on-air talent and management job postings are listed with minority organizations. There are approximately 80 organizations notified for each opening that include colleges, minority and broadcast industry organizations. A complete list is included with this report.	1	HR Administrator

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6	10/15/2015	Sponsorship of events in the community designed to increase public awareness	WKMG-TV provides tours to schools and community organizations to inform about the broadcasting industry and the many job opportunities available. The tours include the newsroom studios, master control and the control room with explanations about the college degrees and experience necessary to obtain a job in broadcasting. The groups watch a live news broadcast and have a 15 minute meet and greet with the news anchors, meteorologists, as well as the studio crew to ask questions about their experience and education. This tour was given for 25 home schooled students, Classical CO-OP Home School Group. Contact: Emily Turner.	4	Production Manager Asst. Production Mgr. Anchor Anchor
7	10/20/2015	Sponsorship of events in the community designed to increase public awareness	Station Tour for Ocoee High School (Special Education Class), 17 students. Contact Jumoke Adebimpe, Olajumoke.Adebimpe@ocps.net.	4	Production Manager Asst. Production Mgr. Anchor Meteorologist
8	10/23/2015	Establishment of training programs for station personnel	Noll & Associates Seminar, "Become a Retail marketing Guru," was presented to the WKMG-TV Sales department, including all of the account executives and sales managers. Subject of being a resource to station's accounts. The seminar takes sellers through the process of understanding how their clients make money, how to converse in their style and how retailers can increase share of voice, share of mind and share of market. Media sellers who understand how their clients make money and can clearly articulate that knowledge are at a distinct advantage.	12	General Sales Manager Local Sales Manager National Sales Manager Account Executive
9	10/28/2015	Participation in Job Fairs	Human Resources Administrator Kathy Felix, KSAT-TV, attended the Texas State University Mass Communication Career to promote the Graham Media Group internship program and job opportunities at the Graham Media Group stations. Job openings from all of the GMG stations were presented at the job fair.	1	KSAT HR Administrator

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
10	11/3/2015	Sponsorship of events in the community designed to increase public awareness	Station Tour: Evans High School Contact: Jim Jones James.Jones@ocps.net or kenith.miller@ocps.net	4	Production Manager Anchor Meteorologist Asst. Production Mgr.
11	11/10/2015	Sponsorship of events in the community designed to increase public awareness	Station Tour Evans High School Students in the television curriculum classes Contact: James.Jones@ocps.net or kenith.miller@ocps.net	4	Production Manager Meteorologist Anchor Asst. Production Mgr.
12	11/20/2015	Sponsorship of events in the community designed to increase public awareness	Station Tour for Renaissance Charter School at Chickasaw Trail, home schooled students. Contact: Theresa Morris, Dean of Students	4	Production Manager Asst. Production Mgr. Meteorologist Anchor
13	11/30/2015	Sponsorship of events in the community designed to increase public awareness	Account Executive Bonnie Bright hosted a student from Daytona State College for a day of job shadowing. The student got an overall view of how a TV station sales department works, meeting with the local sales manager, production manager and commercial sales manager about job opportunities and education needed to obtain a job in TV sales.	4	Account Executive Local Sales Manager Production Manager Sales Creative Manager
14	12/1/2015	Participation in events or programs sponsored by educational institutions	Erik Von Ancken, Reporter, spoke to leaders and media relations personnel representing non-profit organizations across Central Florida. He explained and demonstrated how to make a compelling pitch and engage local media to cover events of non-profit organizations. The Media Training Class was hosted by Rollins College Non-Profit Media Training Class.	1	Reporter
15	12/3/2015	Sponsorship of events in the community designed to increase public awareness	Station Tour for Teague Middle School, 27 students Contact: Mark Washington, mark.washington@scps.k12.fl.us	4	Production Manager Asst. Production Mgr. Anchor Anchor

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
16	1/25/2016	Establishment of training programs for station personnel	Training (4 days, 1/25-1/26) was provided to News Producers, Managers, Anchors and Reporters on the new video equipment called Storyteller. Representatives from Avid, who created the Storyteller system, came to the station to train employees on the new software and video board showing how to use the touch board screen for newscasts. They reviewed how to program the Storyteller system for video, images and data as a display tool for on-air presentation. This training will enhance employee's job skills and knowledge about this new technology in the broadcast industry.	4	News Director Executive Producer Executive Producer Executive Producer
17	2/8/2016	Sponsorship of events in the community designed to increase public awareness	Station Tour for Television Production Class at Bridgewater Middle School, 30 students. Contact: Andrew Inches, andrew.inches@ocps.net	4	Production Manager Asst. Production Mgr. Meteorologist Anchor
18	2/23/2016	Sponsorship of events in the community designed to increase public awareness	Station tour for approximately 30 students from Deland High School's Video Production Class. Contact: Jim Lowenstein, jplowens@volusia.k12.fl.us, 386-822-6909.	4	Production Manager Asst. Production Mgr. Meteorologist Anchor
19	2/29/2016	Sponsorship of events in the community designed to increase public awareness	Station Tour for First Academy Media Class students, 15 Seniors. Contact: Terri Morabito, www.thefirstacademy.org	4	Production Manager Asst. Production Mgr. Meteorologist Anchor
20	3/4/2016	Participation in events or programs sponsored by educational institutions	WKMG hosted a group of educators from around Florida as they reviewed and revised the curriculum for television production and digital media. Robert Kotek, Production Manager and Rich Byrnes, Asst. Production Manager were asked to sit in on the conference and advise. Contact: Florida Department of Education Jerris Cross, State Supervisor, Florida Dept. of Education jerris.cross@fldoe	2	Production Manager Asst. Production Mgr.

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
21	3/16/2016	Participation in events or programs sponsored by educational institutions	News 6 Executive Producer Angel Blazquez attended the Spring 2016 Intern Pursuit at the University of Central Florida campus. Approximately 20 students were interviewed who are pursuing a degree in broadcasting and interested in obtaining an internship with News6. Each student was given an interview and was provided with intern applications.	1	Executive News Producer
22	3/19/2016	Participation in Job Fairs	Journalism Job Fair, hosted by Georgetown University's Master's in Journalism Program, , March 19, 2016 in Washington, D.C. Several Graham Media Group Managers attended this Job Fair to promote current job openings and the Co. internship program. Managers gave advice about obtaining a job in broadcasting and collected resumes for consideration of current job openings. Representatives from Graham Media included Julie Dreixler, VP.Chief Human Resources Officer, Allison McGinley, WKMG News Director, Laura Genette, WKMG Business Manager, as well as, Executive Producers Nicole Perez and Brandon Benavides from our sister station KSAT-TV in San Antonio. The event was co-sponsored by NABJ, NAHJ, AAJA DC Chapter, NLGJA, and Journalism & Women Symposium and The Annie E. Casey Foundation. A diverse group of participants were advised of our current job openings and given the opportunity to present resumes.	3	Business Manager News Director VP-CHRO Graham Media
23	3/29/2016	Sponsorship of events in the community designed to increase public awareness	Station Tour for Lake Mary Prep, 30 students. Contact: Tanna Orgeron, tanna.orgeron@lakemaryprep.com	4	Production Manager Asst. Production Mgr. Meteorologist Anchor
24	3/30/2016	Sponsorship of events in the community designed to increase public awareness	Station Tour for Teague Middle School, 29 students. Contact: Mark Washington, mark.washington@scps.k12.fl.us	4	Production Manager Asst. Production Mgr. Anchor Meteorologist

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
25	4/7/2016	Sponsorship of events in the community designed to increase public awareness	Station Tour for Lockhart Middle School Contact: Lorraine Smith, lorraine.smith@ocps.net	4	Production Manager Asst. Production Mgr. Meteorologist Anchor
26	4/12/2016	Sponsorship of events in the community designed to increase public awareness	Station Tour for Television Production Students at Deltona High School. Contact: Samantha McElhaney, skmcelha@volusia.k12.fl.us	4	Production Manager Asst. Production Mgr. Meteorologist Anchor
27	4/20/2016	Sponsorship of events in the community designed to increase public awareness	Station Tour for Students at Embry Riddle Aeronautical University. Contact: Lou McNally, loumcnally@mac.com	4	Production Manager Asst. Production Mgr. Meteorologist Anchor
28	4/25/2016	Participation in events or programs sponsored by educational institutions	WKMG-TV and UCF cooperated in a Job Shadowing event for a UCF Producing student. The student was given a chance to observe a day in a Producer's life. She observed how the News6 Producers create a rundown and prepare it for on-air newscasts. She had the opportunity to speak with the staff and was reviewed by Executive Producer, Angel Blazquez. During her visit, she interacted with the News6 Producers, News Director and Executive News Producer.	2	News Director Executive Producer
29	4/28/2016	Sponsorship of events in the community designed to increase public awareness	Station Tour for Bear Lake Elementary, 25 students Contact: Ashley Moore, ashley.moore@scps.k12.fl.us	4	Production Manager Asst. Production Mgr. Meteorologist Anchor
30	5/3/2016	Participation in events or programs sponsored by educational institutions	Mike DeForest, Reporter, spoke to participants at Young Author's Night, a school event at Forest Lake Education Center in Longwood, FL. Both students and their families attended the event where he discussed the importance of writing skills and how it applies to the TV news business.	1	News Reporter
31	5/10/2016	Sponsorship of events in the community designed to increase public awareness	Station Tour for Home School Group, Seed Starters Christian Educators, 25 students. Contact: Lola Battle, 407-595-4432	4	Production Manager Asst. Production Mgr. Meteorologist Anchor
32	5/12/2016	Sponsorship of events in the community designed to increase public awareness	Station Tour for Spring Lake Elementary, 19 students. Contact Michelle Phillips, www.springlake.scps.k12.fl.us	4	Production Manager Asst. Production Mgr. Meteorologist Anchor

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
33	5/17/2016	Sponsorship of events in the community designed to increase public awareness	School Tour for approximately 20 students from Frangus Elementary.	4	Production Manager Asst. Production Mgr. Meteorologist Anchor
34	5/19/2016	Sponsorship of events in the community designed to increase public awareness	Station Tour for Round Lake Elementary Contact: Cindy Coldren, coldrenc@lake.k12.fl.us	4	Production Manager Asst. Production Mgr. Meteorologist Anchor
35	5/19/2016	Participation in events sponsored by community groups	NAB Education Foundation hosted a 2 day (5/19-5/20/2016) recruitment event at Florida A&M University in Tallahassee. Marketing strategies were presented by graduates to local businesses. Media companies viewed these presentations with follow up interviews held. NABEF is a non-profit organization dedicated to serving the public interest in supporting and advocating education and training programs; strategies to increase diversity; and initiatives stressing importance of the first amendment, community service, philanthropy and other other broadcast issues. Several of the Graduates from Florida A&M University were interviewed for an Account Executive position at WKMG-TV.	3	Local Sales Manager Business Manager Account Executive
36	5/24/2016	Sponsorship of events in the community designed to increase public awareness	Station Tour for Piedmont Lakes Elementary, 25 students. Contact: Cynthia Underwood, underwc2@ocps.k12.fl.us	4	Production Manager Asst. Production Mgr. Meteorologist Anchor
37	6/10/2016	Establishment of training programs for station personnel	Paul Giorgio, News Producer/Photographer attended the National Press Photographers Assoc. Education Workshop. The 2 day workshop involved visual story telling education to enhance his producing and photography skills.	1	News Producer
38	6/22/2016	Sponsorship of events in the community designed to increase public awareness	Station tour for Winter Park High School Students, Winter Park Youth Leaders, Winter Park Chamber of Commerce Contact: Megan Almasi, Winter Park Chamber of Commerce, www.winterpark.org	4	Production Manager Asst. Production Mgr. Meteorologist Anchor

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
39	7/13/2016	Sponsorship of events in the community designed to increase public awareness	Station Tour for Orlando Repertory Theatre, 24 students Contact: Emily Freeman, Community Engagement Director, efreeman@orlandoprep.com	4	Production Manager Asst. Production Mgr. Meteorologist Anchor
40	7/20/2016	Sponsorship of events in the community designed to increase public awareness	Station Tour for Winter Park High School students who are participants in the Winter Park Youth Leaders, Winter Park Chamber of Commerce. Contact: Megan Almasi, Winter Park Chamber of Commerce, www.winterpark.org..	4	Production Manager Asst. Production Mgr. Meteorologist Anchor
41	7/26/2016	Establishment of training programs for station personnel	Ad Taxi Webinar Series: Several webinars were presented to the WKMG-TV sales managers and account executives to increase their digital sales knowledge/skills. Ad Taxi is a service who assists station customers with on-line digital marketing strategies. Webinars were presented as follows; 7/26/16: Search-Collect the Right Information for a Successful Campaign 8/2/16: Defining the Customer Conversion Funnel 8/9/16: Real Time Bidding: Tier Introduction 8/16/16: Real Time Bidding: New Products and Best Practices 8/23/16: Pitching a Budget - Based Real Time Bidding Campaign 8/30/16: Pixel Attributions, Definitions and Connecting to the Customer 9/6/16: Social: New Re-Targeting Opportunities 9/13/16: Basics of Google Analytics: Definitions and Navigation 9/20/16: Understanding and Establishing Goals in Google Analytics	13	General Sales Manager Local Sales Manager National Sales Manager Account Executive

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
42	8/3/2016	Participation in Job Fairs	NABJ/NAHJ Convention and Career Fair: Joint gathering of the National Assoc. of Black Journalists and National Assoc. of Hispanic Journalists that delivered the largest job fair , training and development opportunities for their members. Graham Media Group hosted a booth in Washington, DC from Aug. 3 -6, 2016. GMG News Directors and other GMG representatives attended the convention/career fair to collect resumes and conduct interviews for job openings. News Directors conducted one-on-one critiques of tapes and offered advice to attendees. News Directors from the GMG stations, including WKMG-TV attended the event along with KSAT Executive Producer and GMG VP/Chief HR Officer.	2	News Director VP/Chief Human Resources Officer
43	8/17/2016	Participation in other activities designed by the station employment unit	Graham Media Group hosted a seminar/think tank session for all of their station's Human Resources Administrators at the GMG Corporate Offices in Chicago on Aug. 17-18. Julie Dreixler, VP/Chief Human Resources Officer for Graham Media Group, led the training for HR and Payroll Administrators from WKMG-TV, WJXT-TV, KPRC-TV, KSAT-TV and WDIV-TV. The training covered Job Postings and discussed ideas and resources to recruit a diverse group of applicants for job openings, benefits that could be helpful to attract applicants, the new HRIS system, Workday, payroll procedures and employment laws. HR Administrators exchanged ideas and gave recommendations to the enhance the job posting to hire experience.	4	VP/Chief HR Officer/GMG HR Administrator/WKMG-TV HR/Payroll Administrator/WJXT-TV Payroll Administrator
44	8/23/2016	Participation in events or programs sponsored by educational institutions	Reporter Amanda Castro was invited by her former professor at UCF to speak to the upcoming broadcast journalism class. She spoke about the major of journalism, the news industry and answered the students questions.	1	Reporter

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45	8/24/2016	Participation in events or programs sponsored by educational institutions	UCF teamed up with News6 to institute a first time job shadowing opportunity for a UCF producing student. The student was given a chance to observe a day in a producer's life. She spent the day in the newsroom to observe the producers in their daily efforts. She learned about creating a rundown and how to prepare for on-air presentation.. She had the opportunity to speak with the Producers, News Director and Executive Producer.	2	News Director Executive Producer
46	8/25/2016	Establishment of training programs for station personnel	Training on new addition to StoryTeller System. The Avid Story Telling Master User showed the group how to use the app and how to troubleshoot any issues. the Executive News Producer , 2 News Producers and an Engineer attended the session. They were briefed on the Campaign Trail app and it's uses in preparation for Primary Day.	4	News Producer Executive Producer News Producer IT Specialist
47	8/26/2016	Participation in events or programs sponsored by educational institutions	Reporter Erik Von Ancken was invited to speak at the St. Lukes' School Oviedo TV production class. He spoke to middle schoolers who deliver the school morning newscast, on-air and behind the scenes. He played clips of his past work and participated in an informal question and answer session about the daily responsibilities of getting a TV newscast on the air, as well as the education and experience needed to work in TV news.	1	News Reporter
48	8/31/2016	Sponsorship of events in the community designed to increase public awareness	Station Tour for Deland High School Digital Video Production Class, 30 students. Contact: Jim Lowenstein, jplowens@volusia.k12.us	4	Production Manager Asst. Production Mgr. Meteorologist Anchor

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49	9/2/2016	Participation in events sponsored by community groups	Reporter Eryka Washington spoke to approximately 40 young ladies between the ages of 12-18 at the Greatest Investment Girls' Empowerment Summer Camp. She spoke about why it's important to have diversity in the newsroom and responsibility of a news journalist.; the importance of self esteem, respect and education being the key to success. They participated in a public speaking exercise where they came on stage to introduce themselves and spoke of their goals and ambitions. The Summer Camp is provided for at-risk teens in Central Florida.	1	Reporter
50	9/10/2016	Participation in events sponsored by community groups	News Reporter Erik Sandoval participated in a panel discussion with National Lesbian and Gay Journalists Association to talk about TV news, focusing on the coverage of the Pulse nightclub shootings and the lessons learned regarding coverage of such an event.	1	News Reporter